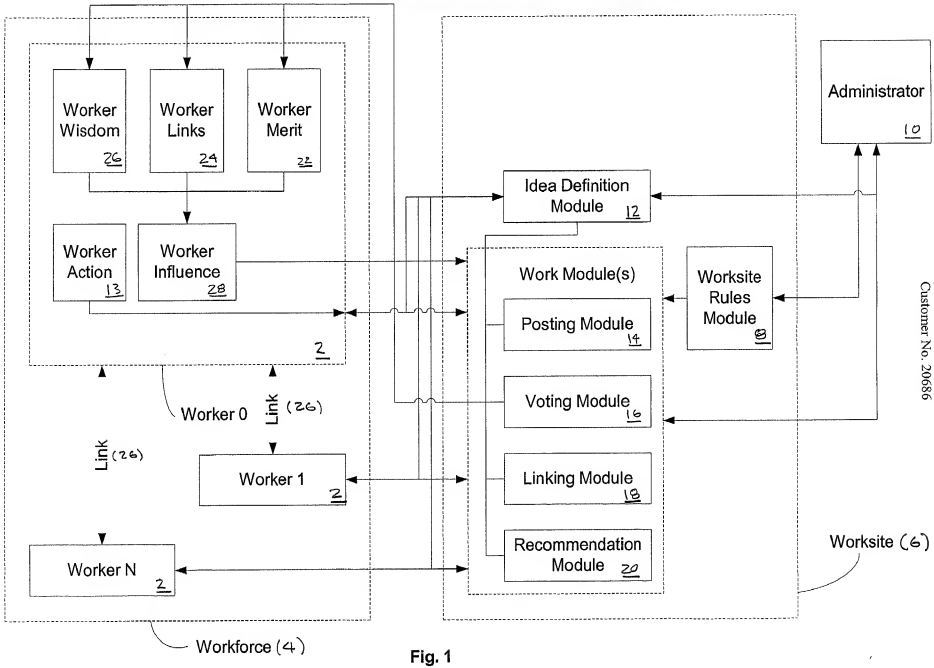
Worker Wisdom 26
Worker Links 24
Worker Merit 22
Worker Action 13
Worker Influence 28
2
Worker 0
Link (26)
Link (26)
Worker 1
2
Worker N
2
Workforce (4)
Administrator 10
Idea Definition Module 12
Work Module(s)
Posting Module 14
Voting Module 16
Linking Module 18
Recommendation Module 20
Worksite Rules Module 8
Worksite (6)

Fig. 1

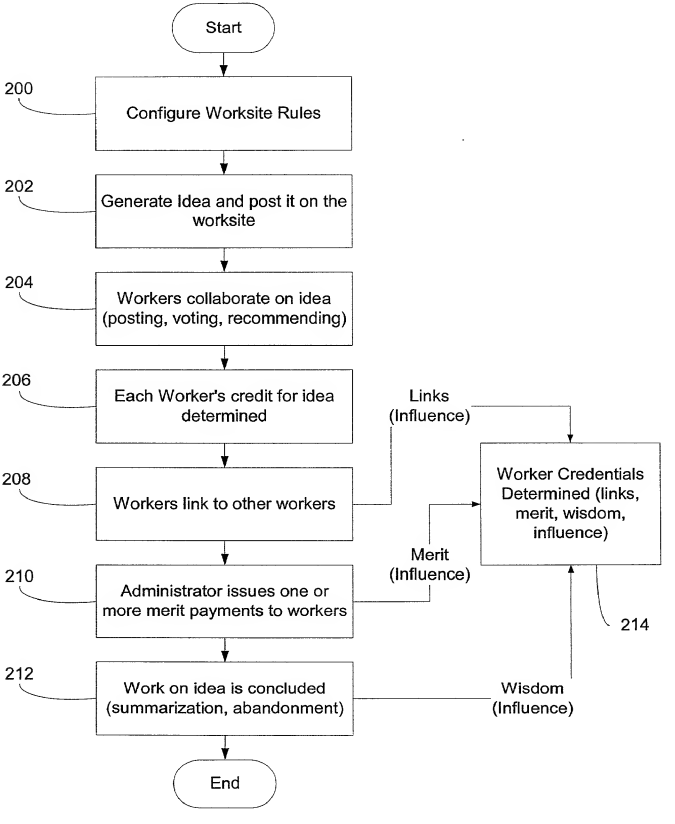
Start
200
Configure Worksite Rules
202
Generate Idea and post it on the worksite
204
Workers collaborate on idea (posting, voting, recommending)
206
Each Worker's credit for idea determined
208
Workers link to other workers
210
Administrator issues one or more merit payments to workers
212
Work on idea is concluded (summarization, abandonment)
End
Links (Influence)
Merit (Influence)
Worker Credentials Determined (links, merit, wisdom, influence)
214
Wisdom (Influence)

**Fig. 2**

# Worksite

View performance statistics for this worksite, the worksite rules that have been set by the administrator, and recent announcements from the administrator.

## GP Employees and Premier Partners

### Worksite Statistics

| | |
|---|---|
| Registered Workers: | 27 |
| Open Ideas: | 8 |
| Abandoned Ideas: | 0 |
| Summarized Ideas: | 0 |
| Total Merit paid: | 3000 |

32

### Worksite Rules

| | |
|---|---|
| Value of 1 Merit point: | $1.00 |
| Merit coefficient: | 0.1 |
| Links coefficient: | 1 |
| Wisdom coefficient: | 10 |
| Influence-weighted voting: | No |
| Influence-weighted recommendation: | No |
| Allocation of Merit Payoffs to posting: | 50% |
| Allocation of Merit Payoffs to voting: | 50% |
| Minimum Influence for voting: | Level 0 |
| Minimum Influence for posting: | Level 0 |
| Minimum Influence for creating new Idea: | Level 0 |

30

**Announcement: !**

**RULE CHANGE:** Effective Monday, we will turn on Influence-weighted voting for the first time, since people have had a few weeks to establish their credentials. This means that the more you've accomplished in CompanyWay, the more your vote matters on decisions we're making.

Read all announcements

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FIG. 3

Title: Method, Apparatus, and Manufacture for Facilitating a Self-Organizing Workforce
Inventors: Williams et al.
Atty. Docket No. 11049.00
Customer No. 20686

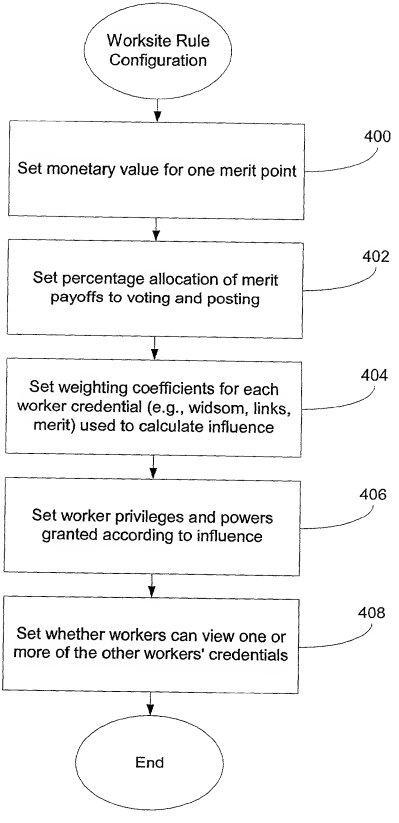
Worksite Rule Configuration
Set monetary value for one merit point
400
Set percentage allocation of merit payoffs to voting and posting
402
Set weighting coefficients for each worker credential (e.g., widsom, links, merit) used to calculate influence
404
Set worker privileges and powers granted according to influence
406
Set whether workers can view one or more of the other workers' credentials
408
End

**Fig. 4**

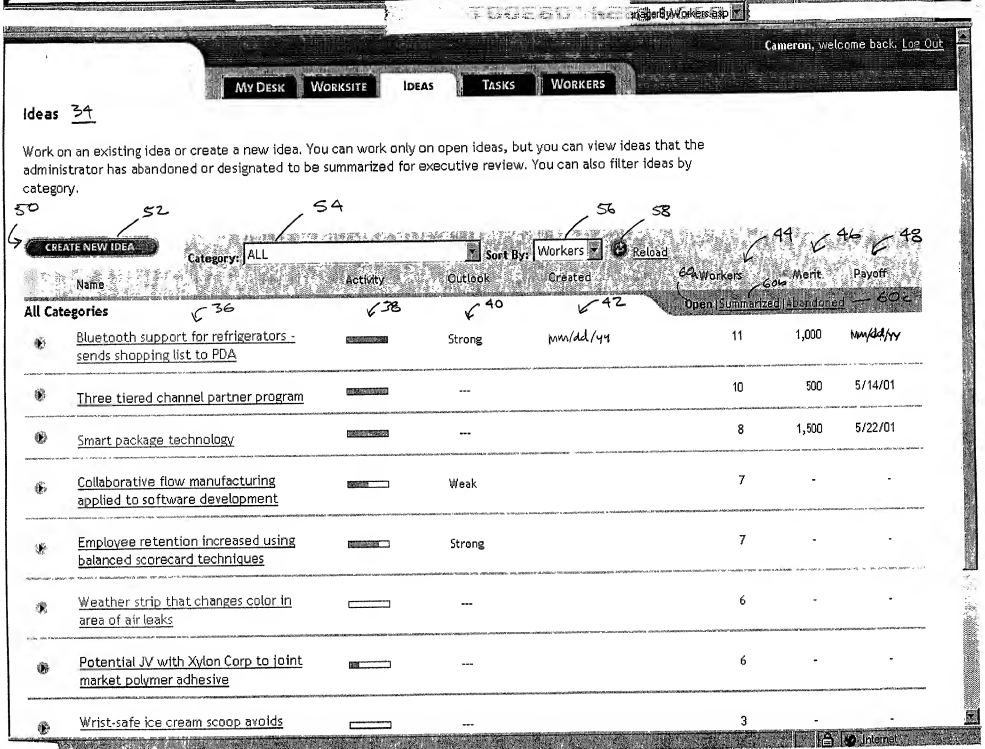


FIG. 5

Title: Method, Apparatus, and Manufacture for Facilitating a Self-Organizing Workforce
Inventors: Williams et al.
Atty. Docket No. 11049.00
Customer No. 20686

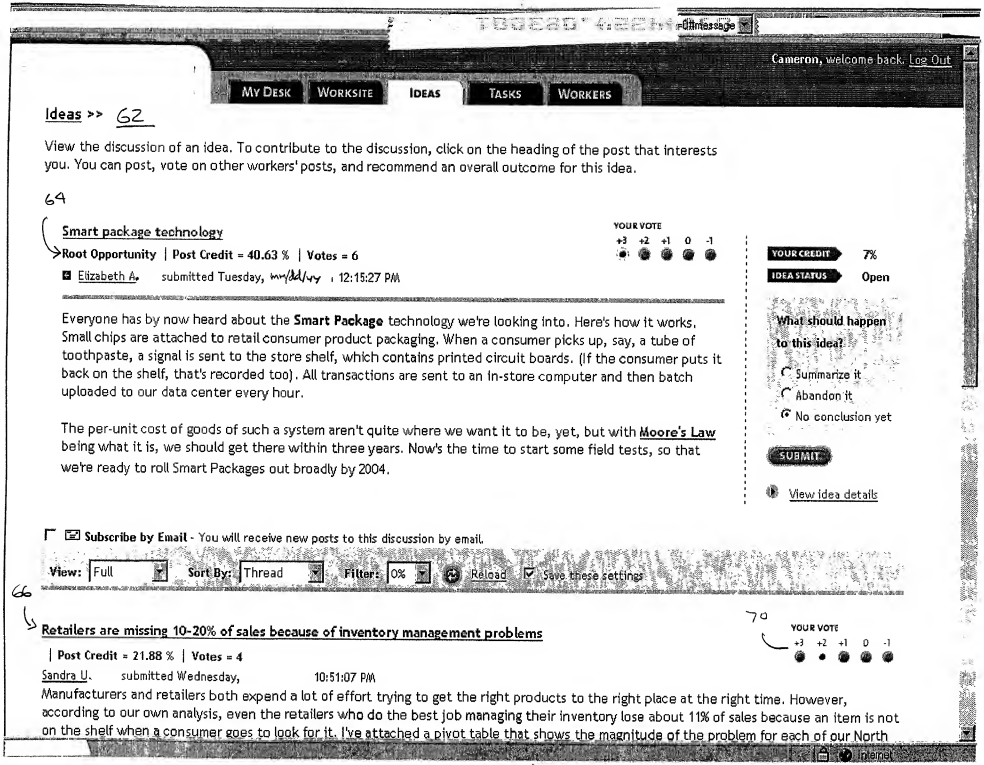


FIG. 6A

Title: Method, Apparatus, and Manufacture for Facilitating a Self-Organizing Workforce
Inventors: Williams et al.
Atty. Docket No. 11049.00
Customer No. 20686

6/20

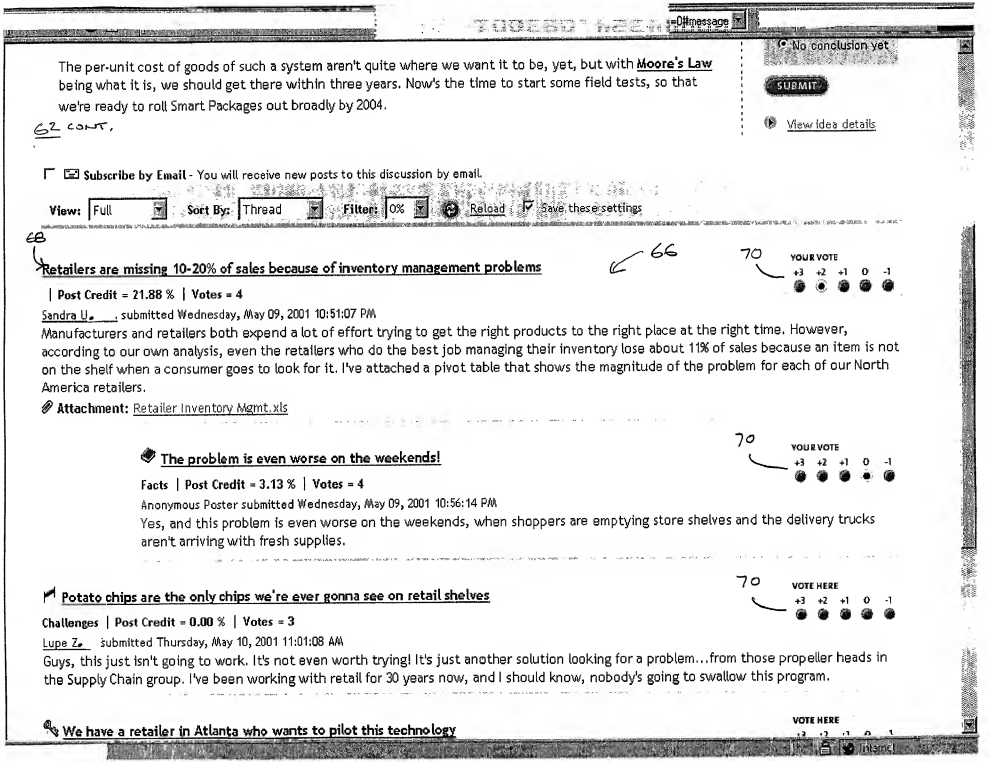


FIG. 6B

Title: Method, Apparatus, and Manufacture for Facilitating a Self-Organizing Workforce
Inventors: Williams et al.
Atty. Docket No. 11049.00
Customer No. 20686

7/20

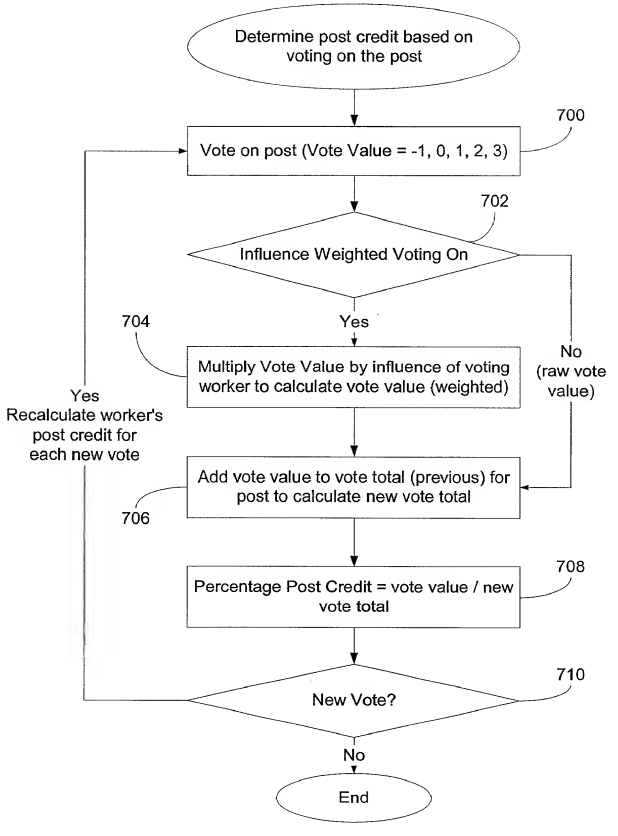
Determine post credit based on voting on the post
700
Vote on post (Vote Value = -1, 0, 1, 2, 3)
702
Influence Weighted Voting On
Yes
704
Multiply Vote Value by influence of voting worker to calculate vote value (weighted)
No (raw vote value)
Yes Recalculate worker's post credit for each new vote
Add vote value to vote total (previous) for post to calculate new vote total
706
708
Percentage Post Credit = vote value / new vote total
710
New Vote?
No
End

Fig. 7

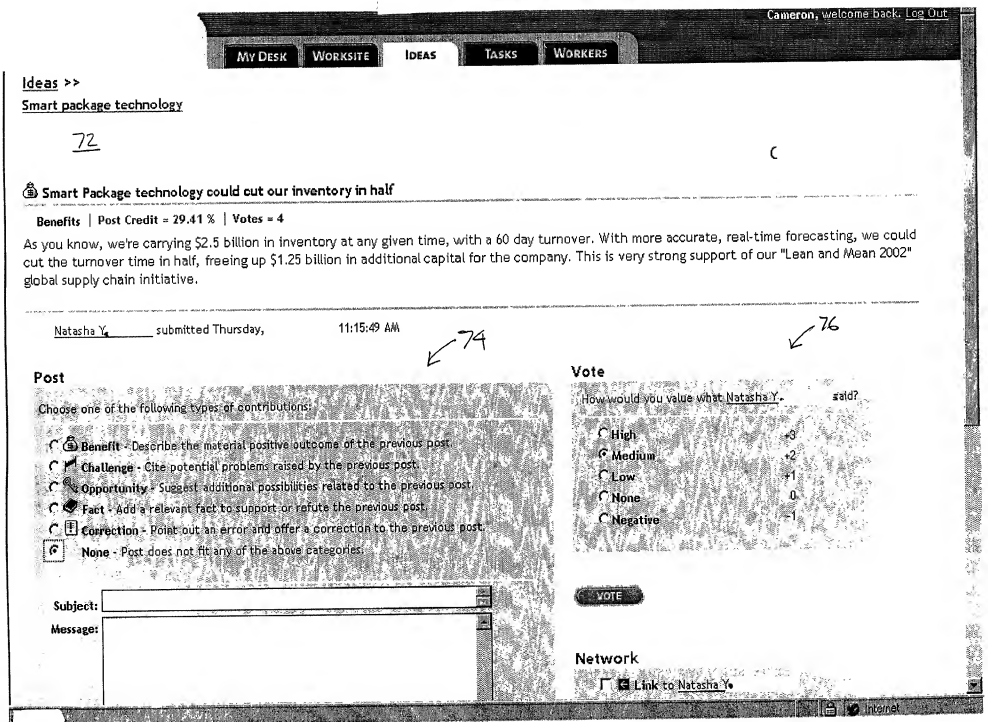


FIG. 8A

Title: Method, Apparatus, and Manufacture for Facilitating a Self-Organizing Workforce
Inventors: Williams et al.
Atty. Docket No. 11049.00
Customer No. 20686

9/20

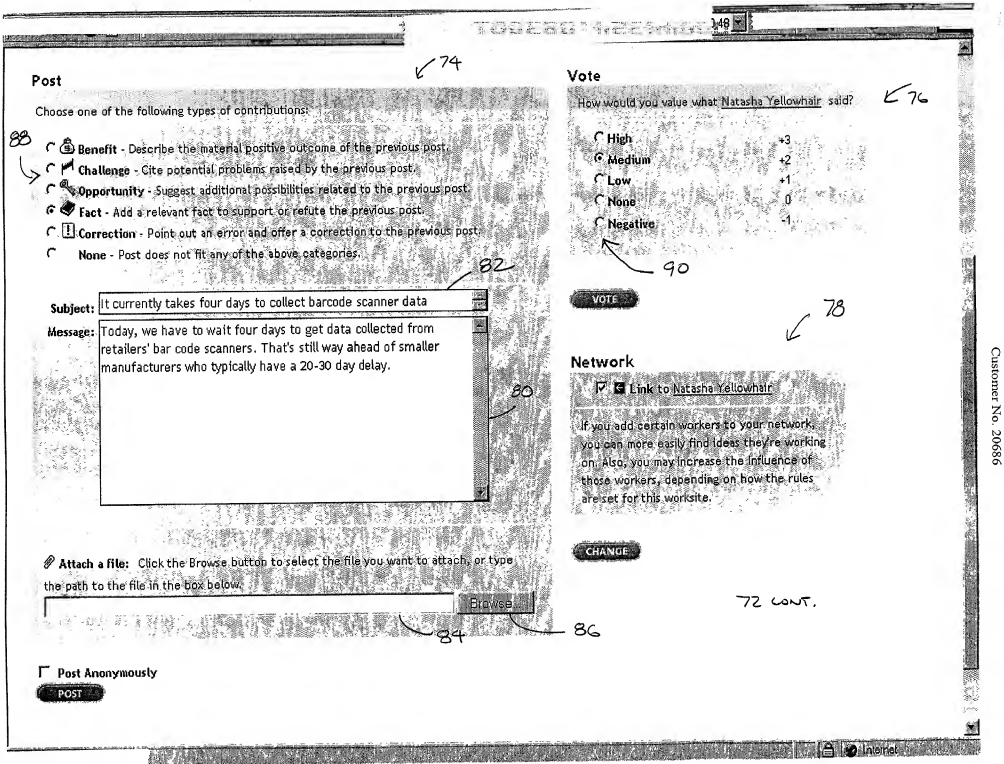


FIG. 8B

Title: Method, Apparatus, and Manufacture for Facilitating a Self-Organizing Workforce
Inventors: Williams et al.
Atty. Docket No. 11049.00
Customer No. 20686

10/20

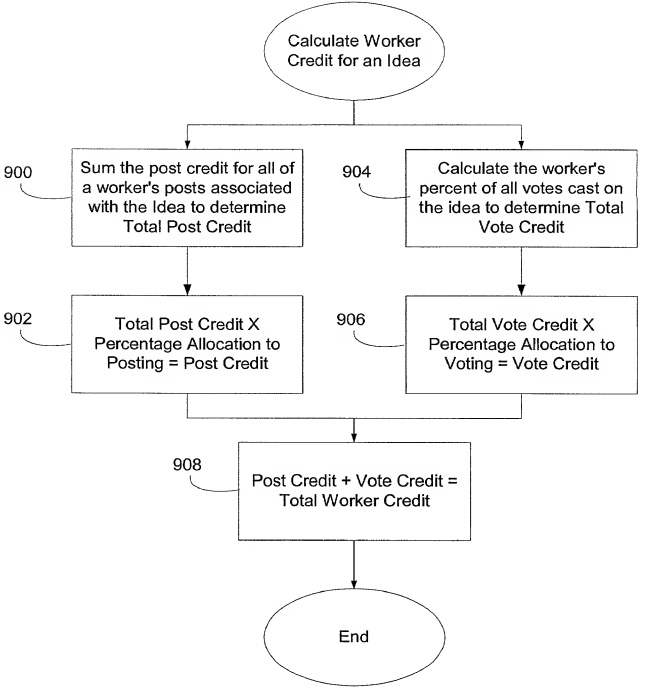
Calculate Worker Credit for an Idea
900
Sum the post credit for all of a worker's posts associated with the Idea to determine Total Post Credit
904
Calculate the worker's percent of all votes cast on the idea to determine Total Vote Credit
902
Total Post Credit X Percentage Allocation to Posting = Post Credit
906
Total Vote Credit X Percentage Allocation to Voting = Vote Credit
908
Post Credit + Vote Credit = Total Worker Credit
End

**Fig. 9**

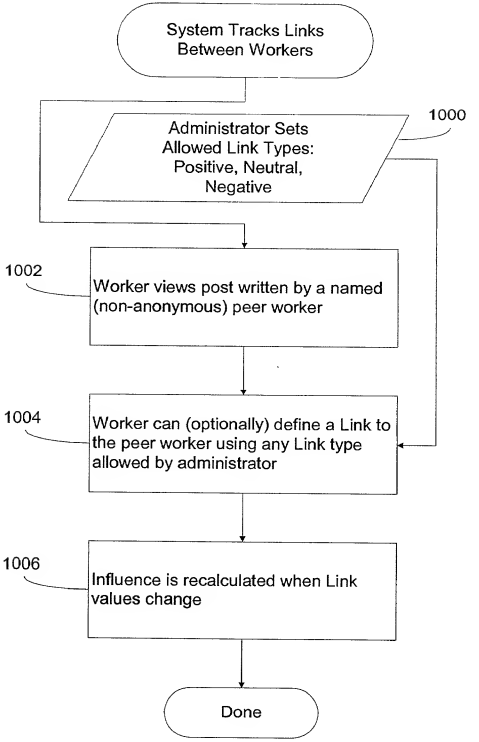
System Tracks Links Between Workers
Administrator Sets Allowed Link Types: Positive, Neutral, Negative
1000
1002
Worker views post written by a named (non-anonymous) peer worker
1004
Worker can (optionally) define a Link to the peer worker using any Link type allowed by administrator
1006
Influence is recalculated when Link values change
Done

Fig. 10

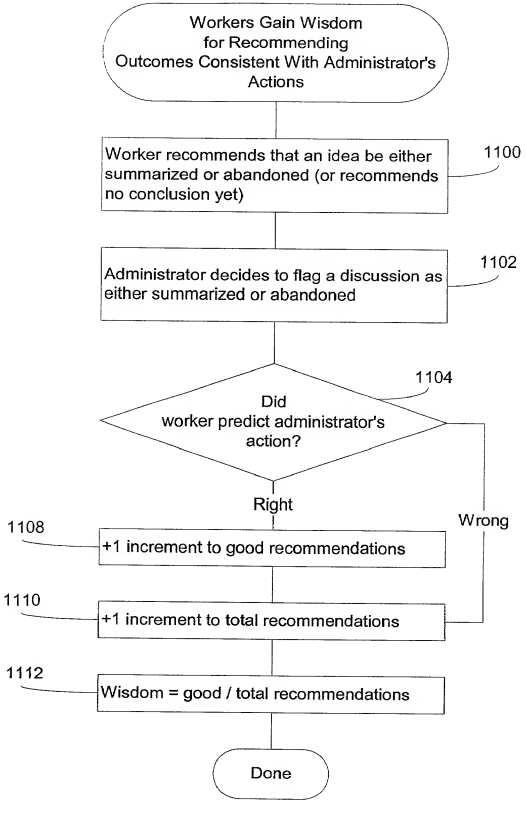
Workers Gain Wisdom for Recommending Outcomes Consistent With Administrator's Actions
Worker recommends that an idea be either summarized or abandoned (or recommends no conclusion yet)
1100
Administrator decides to flag a discussion as either summarized or abandoned
1102
Did worker predict administrator's action?
1104
Right
Wrong
1108
+1 increment to good recommendations
1110
+1 increment to total recommendations
1112
Wisdom = good / total recommendations
Done

**Fig. 11**

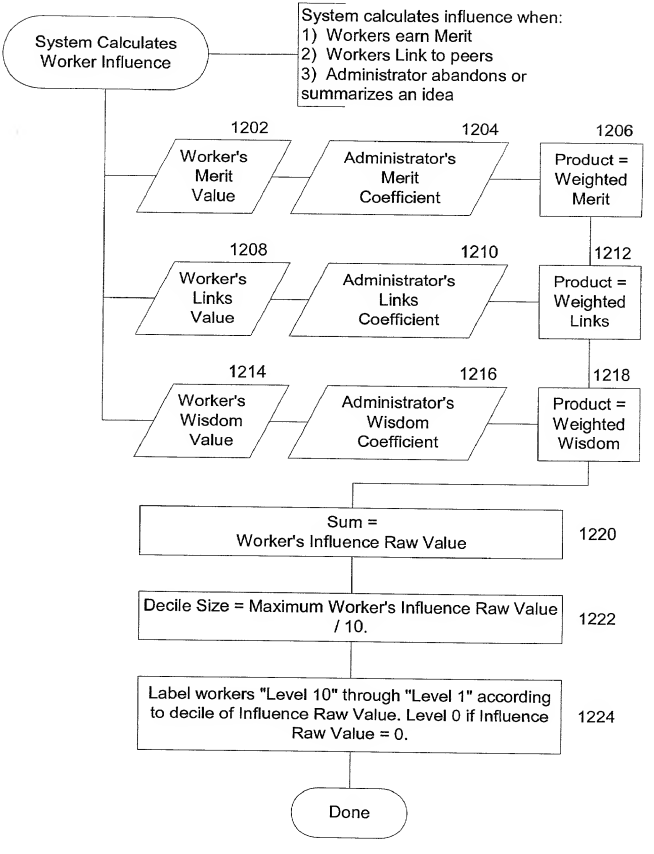
System Calculates Worker Influence
System calculates influence when:
1) Workers earn Merit
2) Workers Link to peers
3) Administrator abandons or summarizes an idea
1202
Worker's Merit Value
1204
Administrator's Merit Coefficient
1206
Product = Weighted Merit
1208
Worker's Links Value
1210
Administrator's Links Coefficient
1212
Product = Weighted Links
1214
Worker's Wisdom Value
1216
Administrator's Wisdom Coefficient
1218
Product = Weighted Wisdom
Sum = Worker's Influence Raw Value
1220
Decile Size = Maximum Worker's Influence Raw Value / 10.
1222
Label workers "Level 10" through "Level 1" according to decile of Influence Raw Value. Level 0 if Influence Raw Value = 0.
1224
Done

**Fig. 12**

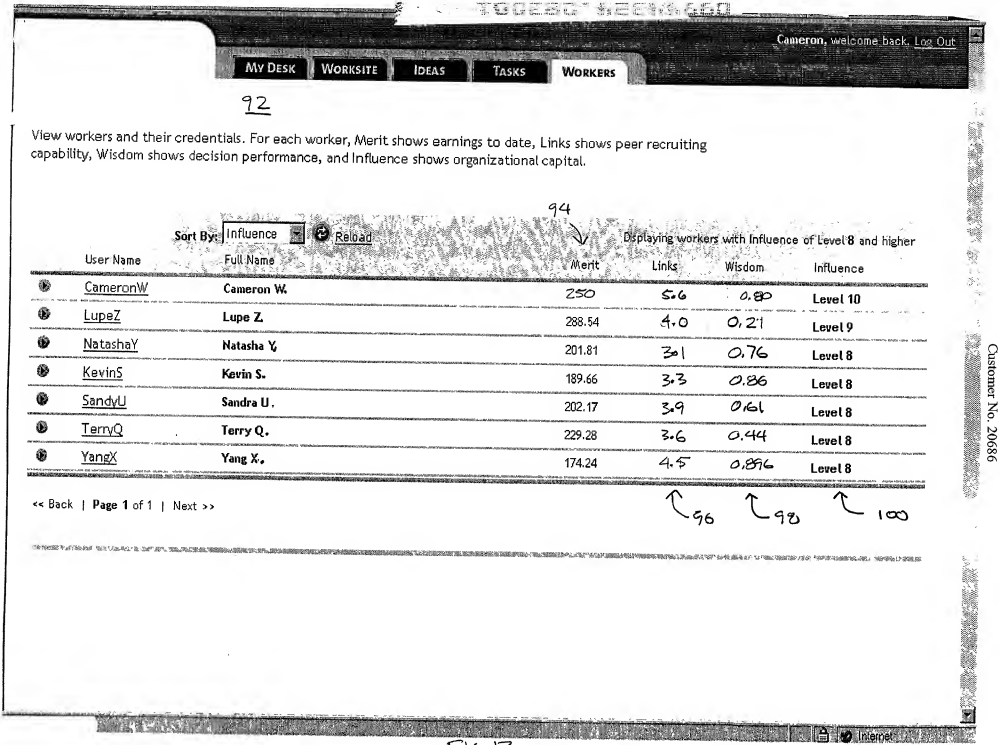


FIG. 13

Title: Method, Apparatus, and Manufacture for Facilitating a Self-Organizing Workforce
Inventors: Williams et al.
Atty. Docket No. 11049.00
Customer No. 20686

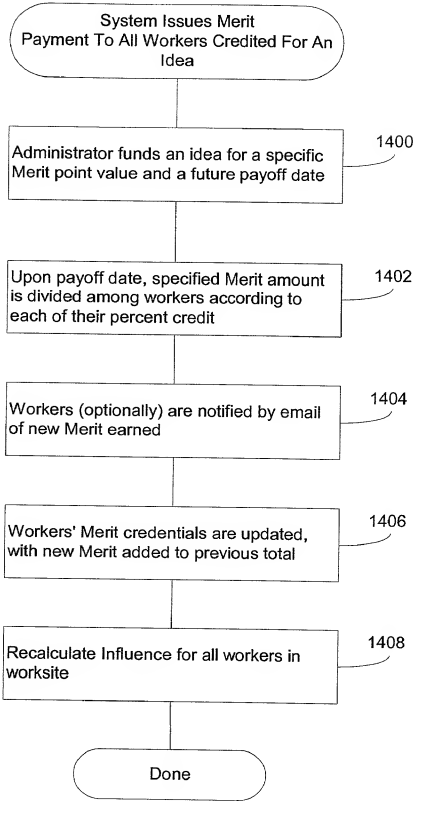
System Issues Merit Payment To All Workers Credited For An Idea
Administrator funds an idea for a specific Merit point value and a future payoff date
1400
Upon payoff date, specified Merit amount is divided among workers according to each of their percent credit
1402
Workers (optionally) are notified by email of new Merit earned
1404
Workers' Merit credentials are updated, with new Merit added to previous total
1406
Recalculate Influence for all workers in worksite
1408
Done

**Fig. 14**

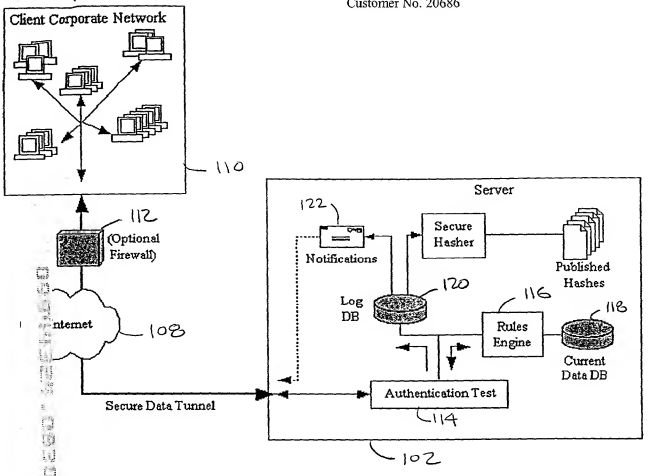
Client Corporate Network
110
112
(Optional Firewall)
Internet
108
Secure Data Tunnel
Server
122
Notifications
Secure Hasher
Published Hashes
Log DB
120
116
Rules Engine
118
Current Data DB
Authentication Test
114
102

FIG. 15

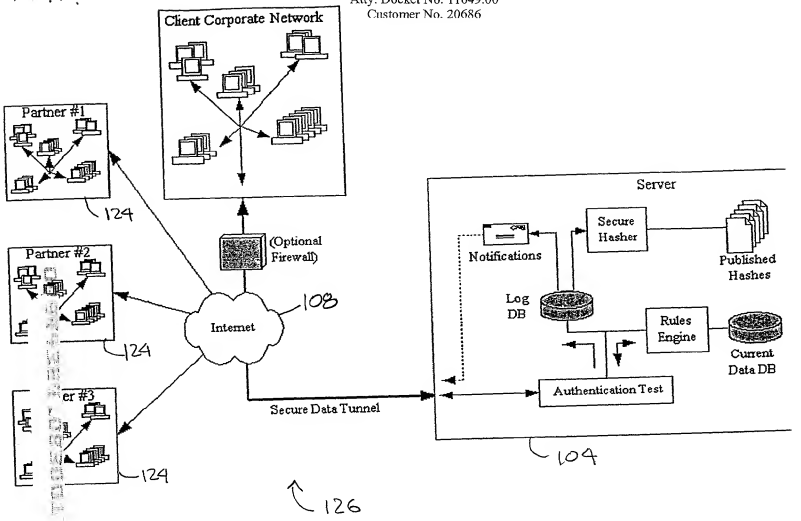
Client Corporate Network
Partner #1
124
Partner #2
124
er #3
124
(Optional
Firewall)
Internet
108
Secure Data Tunnel
126
Server
Notifications
Secure
Hasher
Published
Hashes
Log
DB
Rules
Engine
Current
Data DB
Authentication Test
104

Fig. 16

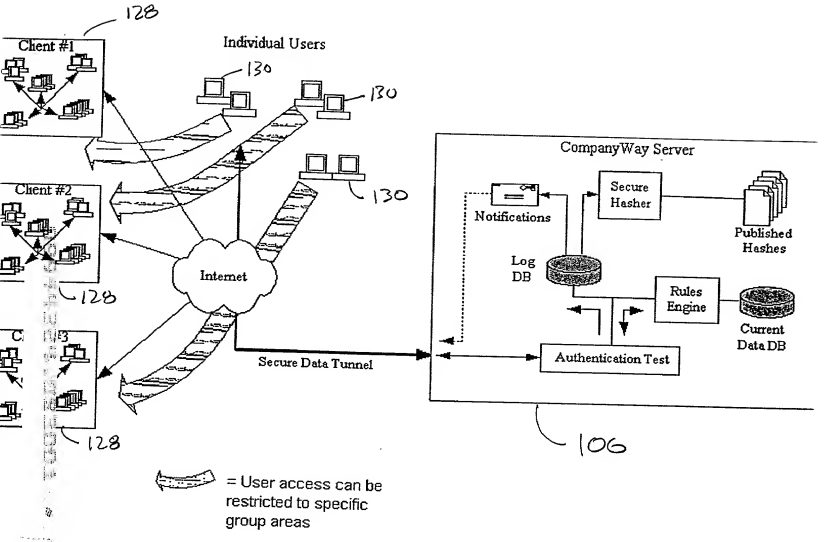
128
Client #1
Individual Users
130
130
130
Client #2
128
128
Internet
Secure Data Tunnel
CompanyWay Server
Notifications
Secure Hasher
Published Hashes
Log DB
Rules Engine
Current Data DB
Authentication Test
106
= User access can be restricted to specific group areas

Fig 17

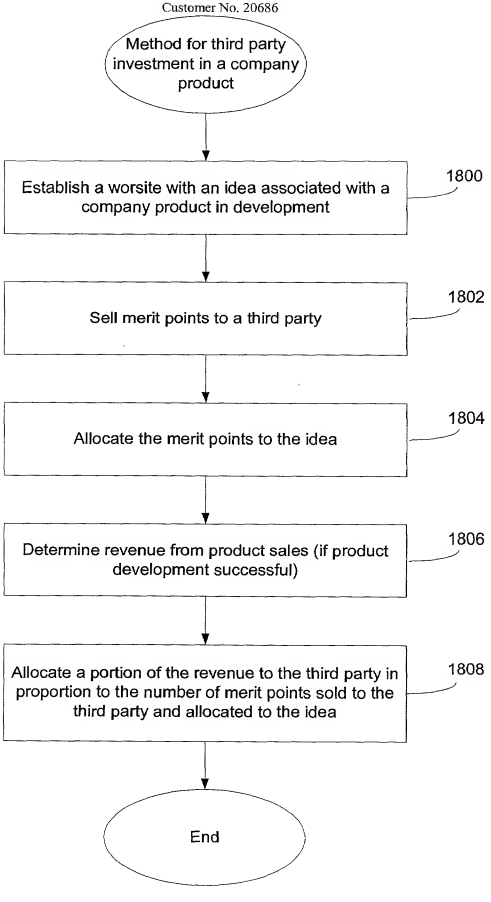
Method for third party investment in a company product
Establish a worsite with an idea associated with a company product in development
1800
Sell merit points to a third party
1802
Allocate the merit points to the idea
1804
Determine revenue from product sales (if product development successful)
1806
Allocate a portion of the revenue to the third party in proportion to the number of merit points sold to the third party and allocated to the idea
1808
End

**Fig. 18**